



MINUTES OF THE BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES, STATE OF CALIFORNIA

Violet Varona-Lukens, Executive Officer
Clerk of the Board of Supervisors
383 Kenneth Hahn Hall of Administration
Los Angeles, California 90012

11 through 12

On motion of Supervisor Burke, seconded by Supervisor Knabe, unanimously carried, the attached recommendations of the Chairperson of the Los Angeles County Audit Committee, identified as Synopsis Nos. 11 through 12 were adopted. Following is a summary accounting of the attachments:

11. Recommendation: Approve policy revision requesting County departments to notify the Department of Public Social Services whenever they intend to fill vacancies for entry-level permanent and temporary clerical positions for Policy #9.120 Employment of Qualified GAIN/GROW Participants of the online Los Angeles County Board of Supervisors Policy Manual; and extend the sunset review date of the Policy to September 24, 2005. APPROVE
12. Recommendation: Approve policy revision providing standardized language for new County contracts, renewals and amendments for consideration of GAIN/GROW participants for employment openings and for the inclusion of historical hiring practices of GAIN/GROW participants in bids and proposals for Policy #5.050 Contractor's Use of GAIN/GROW Participants of the online Los Angeles County Board of Supervisors Policy Manual; and extend the sunset review date of the Policy to September 24, 2005. APPROVE

4020502-11mm

Attachments (2)

February 5, 2002

000098



Los Angeles County AUDIT COMMITTEE

1st District
Anton Tatum, Vice Chair
2nd District
Brence Culp
3rd District
Sheri Sakamoto
4th District
Angela Mazzie
5th District

January 11, 2002

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Dear Supervisors:

**ONLINE BOARD POLICY SUNSET REVIEW PROCESS -- POLICY #9.120
EMPLOYMENT OF QUALIFIED GAIN/GROW PARTICIPANTS
(ALL DISTRICTS AFFECTED) (3 VOTES)**

IT IS RECOMMENDED THAT YOUR BOARD:

Approve policy revision requesting County Departments to notify the Department of Public Social Services (DPSS) whenever they intend to fill vacancies for entry-level permanent and temporary clerical positions for Policy #9.120 Employment of Qualified GAIN/GROW Participants of the online Los Angeles County Board of Supervisors Policy Manual and to extend the sunset review date to September 24, 2005.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION:

This policy establishes procedures whereby County departments should use eligible registers to identify Greater Avenues for Independence (GAIN) and General Relief Opportunities for Work (GROW) participants eligible for Clerk and Typist Clerk vacancies (Note: GAIN is now known as CalWORKs).

FISCAL/FINANCING IMPACTS:

No fiscal impact.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS:

Previous Board Orders relating to this policy include:

- July 15, 1997 Board Order, Synopsis 60 considers the recommendation of a model program for employment of qualified Greater Avenues for Independence program participants by County departments and contract temporary personnel agencies.
- July 28, 1997 under welfare reform, both the public and private sectors are expected to make commitments to provide employment opportunities to welfare recipients.
- #5.050 Contractor's Use of GAIN/GROW Participants that encourages businesses that contract with the County to use GAIN participants.

IMPACT ON CURRENT SERVICES (OR PROJECTS):

This establishes procedures whereby County Departments notify DPSS whenever they intend to fill vacancies for entry-level permanent and temporary clerical positions so that DPSS can provide the Departments with an updated register of eligible GAIN/GROW participants.

Respectfully submitted,



BOBI JOHNSON
Chairperson, Audit Committee

BJ: ml

cc: Chief Administrative Officer
Executive Officer of the Board of Supervisors
Commission Services
County Counsel
Auditor-Controller
Department of Public Social Services
Department of Human Resources

000100



County of Los Angeles
Department of Public Social Services

Steven J. Golightly
Interim Director

September 24, 2001

TO: Audit Committee

FROM: Steven J. Golightly, Interim Director

SUBJECT: REMINDER FOR BOARD POLICY - SUNSET REVIEW DATE

We received the Board of Supervisors Executive Office request for the Chief Administrative Office (CAO), Department of Human Resources (DHR), Department of Public Social Services (DPSS), County Counsel and Internal Services Department to review policy 5.050. DHR also informed us that policy #9.120 should also be reviewed and revised.

The policies listed below have been cleared by the departments listed above and modified accordingly. Please refer to the enclosed documents for the revised policy and support documents.

- **Contractor's Use of GAIN/GROW Participants (Policy #5.050)**

Encourage businesses that contract with the County to use Greater Avenues for Independence (GAIN) or General Relief Opportunities for Work (GROW) participants through the inclusion of standard language in solicitation documents, contracts and contract renewals and amendments.

- **Employment of Qualified GAIN/GROW Participants - County Departments (Policy #9.120)**

Establishes procedures that all County departments should use eligible registers to identify Greater Avenues for Independence (GAIN) and General Relief Opportunities for Work (GROW) participants for Clerk and Typist Clerk vacancies.

Audit Committee
September 24, 2001
Page 2

Both policies have been revised to add the GROW program. In addition, the current policy #9.120 is being revised to allow GAIN/GROW participants to be hired either as permanent or hourly employees. The current policy only reflects hiring GAIN participants as hourly employees.

SJG:lc

Enclosures

c: Chief Administrative Office
Department of Human Resources
County Counsel
Internal Services Department

000102

SYN# 11 OF FEB 5 2002



Policy #:

Title:

Effective Date:

9.120

Employment of Qualified GAIN/GROW Participants -
County Departments

07/15/97

PURPOSE

Establishes procedures that all County departments should use eligible registers to identify Greater Avenues for Independence (GAIN) and General Relief Opportunities for Work (GROW) participants for Clerk and Typist Clerk vacancies. (Note: GAIN is now known as CalWORKs.)

REFERENCE

July 15, 1997 Board Order, Synopsis 60.

July 28, 1997 Employment of Qualified GAIN Greater Avenues for Independence) Program Participants by County departments and Contract Temporary Personnel Agencies.

See also - 5.050 Contractor's Use of GAIN/GROW Participants

POLICY

County departments should notify the Department of Public Social Services (DPSS) whenever they intend to fill vacancies for entry-level permanent and temporary clerical positions. DPSS will provide departments with the names of GAIN/GROW participants who have successfully completed the examinations for Clerk and Typist Clerk administered by DPSS and who are eligible for appointment.

GAIN/GROW participants hired should be hired as permanent or as hourly "F" sub-item employees and the code GAIN/GROW should be entered in the CWTAPPS License Code field on the Licenses screen, ELIC.

GAIN/GROW participants' status as a welfare recipient must be kept confidential.

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RESPONSIBLE DEPARTMENT

Department of Public Social Services
Department of Human Resources

DATE ISSUED/SUNSET DATE

Issue Date: July 28, 1998

Sunset Date: July 28, 2002

Reissue Date: September 24, 2001

Sunset Review Date: September 24, 2005

<mailto:countypolicy@bos.co.la.ca.us>



MINUTES OF THE BOARD SUPERVISORS
COUNTY OF LOS ANGELES, STATE OF CALIFORNIA

Joanne Sturges, Executive Officer
Clerk of the Board of Supervisors
383 Kenneth Hahn Hall of Administration
Los Angeles, California 90012

Director of Personnel
Director of Public Social Services

At its meeting held July 15, 1997, the Board took the following action:

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The following item was called up:

Consideration of report and recommendations by the Directors of Personnel, Public Social Services and Children and Family Services regarding the model program they developed with the Chief Administrative Officer for employment of qualified Greater Avenues for Independence program participants by County departments and contract temporary personnel agencies.

Michael J. Henry, Director of Personnel, Lynn W. Bayer, Director of Public Social Services and Peter Digre, Director of Children and Family Services, addressed the Board. In addition, Ramon Rubalcava representing SEIU Local 660 and Gracie Gray addressed the Board.

(Continued on Page 2)

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000105

Supervisor Molina made the following statement:

"Today, the Departments of Human Resources, Public Social Services and Children and Family Services outlined a comprehensive proposal to utilize our Greater Avenues for Independence (GAIN) program participants to meet departmental temporary clerical staffing needs. As their presentation informed us, this proposal will provide GAIN participants placed in those temporary clerical positions an opportunity to develop a strong work ethic and to enhance their skill while on the job. More importantly, this proposal will make GAIN participants competitive for permanent employment both in the County and in the private sector. I commend those Departments which have taken on this Board's challenge by participating in the creation of this program. These efforts, and others, will be necessary if the County is to successfully train and place an estimated 252,000 families in work under the Governor's CalTAP proposal by January 1998.

"Recognizing the vast potential of this proposal to enhance the opportunities of GAIN participants, to move them off of welfare to meet departmental clerical needs, and to assist the County to meet welfare reform job placement requirements, the Board must take immediate action."

Therefore, on motion of Supervisor Molina, seconded by Supervisor Yaroslavsky, unanimously carried, the Board took the following actions:

- a. Adopted the Directors of Personnel and Public Social Services' attached joint recommendations; and

(Continued on Page 3)

- b. Instructed the Directors of Personnel and Public Social Services to join with the Economic Development Corporation, the Los Angeles Area Chamber of Commerce, and other relevant economic development agencies in the region to determine the skills necessary for placement in private, Federal and municipal clerical jobs, and to provide training opportunities for Greater Avenues for Independence participants so they may successfully be placed in those positions enabling participants to move from welfare to the work force:

20715-13.com

Attachment

Copies distributed:

Each Supervisor

Chief Administrative Officer

County Counsel



COUNTY OF LOS ANGELES

DEPARTMENT OF HUMAN RESOURCES

579 KENNETH HAHN HALL OF ADMINISTRATION/LOS ANGELES, CALIFORNIA 90012
(213) 974-2406 FAX (213) 621-4387

MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

ASSISTANT DIRECTORS
EDWARD BARRIOS
BEVERLY A. CAMPBELL

July 3, 1997

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Dear Supervisors:

EMPLOYMENT OF QUALIFIED GAIN (GREATER AVENUES FOR INDEPENDENCE) PROGRAM PARTICIPANTS BY LOS ANGELES COUNTY DEPARTMENTS AND CONTRACT TEMPORARY PERSONNEL AGENCIES (3 VOTES)

IT IS RECOMMENDED THAT YOUR BOARD:

1. Instruct all County departments, and request the Assessor, District Attorney, Sheriff, Superior and Municipal Courts to give appropriate hiring consideration to qualified GAIN participants when filling temporary and permanent clerical vacancies and report utilization to the Department of Human Resources quarterly.
2. Instruct the Director of the Department of Public Social Services to:
A) provide the Director of Personnel quarterly certified lists of qualified GAIN participants who have passed the GAIN Clerk and GAIN Typist Clerk examinations, for distribution by the Department of Human Resources to all County departments; and B) refer qualified GAIN participants to contract temporary clerical and office support personnel agencies for employment consideration, upon receipt of written notification from such agencies of employment opportunities.

Honorable Board of Supervisors

July 3, 1997

Page 2

3. Instruct all County departments and request the Assessor, District Attorney, Sheriff, Superior and Municipal Courts to: A) notify their contract temporary clerical and office support personnel agencies that all future agreements will include a provision requiring the contractors to give qualified GAIN participants appropriate hiring consideration when filling vacancies; B) notify contractors that future agreements will also require them to report their utilization of GAIN participants to the respective departments quarterly; C) request the contractors begin immediately considering qualified GAIN participants for employment and reporting utilization to contracting departments quarterly, on a voluntary basis; and D) forward reports received from contractors to the Department of Human Resources, who will, in turn, submit quarterly reports to the Board.
4. Instruct the Director of Public Social Services, in conjunction with the Director of Personnel and with the assistance of Local 660, to identify training programs, and funding sources, if required, available to assist GAIN participants to improve their skills in order to qualify for County clerical positions and report back to the Board within 90 days.

Honorable Board of Supervisors
July 3, 1997
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PURPOSE OF THE RECOMMENDED ACTION:

On April 8, 1997, your Board approved five (5) interim contracts for temporary and emergency clerical and office support personnel services for the Department of Children and Family Services. The interim agreements, effective April 15, 1997, were approved for 60 days, pending exploration of the potential of employing GAIN Program participants in such temporary positions.

As requested by Supervisor Molina during the Board's discussion of this matter, we have since worked with the Departments of Public Social Services and Children and Family Services to develop a system to maximize utilization of qualified GAIN participants by the Department of Children and Family Services and the five contract agencies. As a result, the department's contract amendments, approved by your Board on June 3, 1997, included provisions requiring all five contract agencies to give qualified GAIN participants appropriate hiring consideration when filling vacancies within their organizations.

Furthermore, the Department of Children and Family Services has agreed to give appropriate hiring consideration to qualified GAIN participants, prior to utilizing temporary contract clerical and office support personnel.

We are now recommending that all other County departments and contract temporary clerical and office support personnel agencies also be required to consider utilizing qualified GAIN participants when filling future clerical and office support vacancies.

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Honorable Board of Supervisors

July 3, 1997

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JUSTIFICATION:

Recent federal welfare reform legislation is quickly changing the welfare system as we have known it. Soon, welfare benefits in California will be time-limited and everyone that is able to work will be required to work. Under welfare reform, both the public and private sectors are expected to make serious commitments to provide employment opportunities to welfare recipients.

Los Angeles County's GAIN Program is a very successful welfare-to-work program for families receiving Temporary Assistance to Needy Families (TANF) formerly called Aid to Families with Dependent Children (AFDC). There are currently five regional GAIN offices within Los Angeles County serving approximately 65,000 participants annually. Attachment I is a flowchart demonstrating the processes welfare recipients follow while in the GAIN Program. The ultimate goal of the GAIN Program is full-time, permanent, unsubsidized employment for each participant who is able to work.

As part of Los Angeles County's commitment to support welfare reform; all County departments should give appropriate hiring consideration to qualified GAIN participants when considering candidates for vacant clerical positions and prior to utilizing contract temporary clerical and office support personnel. Furthermore, contract temporary clerical agencies should be required to give appropriate hiring consideration to qualified GAIN participants when filling vacancies related to work performed under contracts with County departments. County departments and contract employers should, however, continue to give first hiring consideration for all such vacancies to County employees targeted for layoff or former employees on a reemployment list, in accordance with Civil Service Rules. Attachment III contains summaries of clerical hiring by County departments during the first 11 months of FY 1996-97, including contract clerical and office support staff reported by departments as of June 1, 1997.

Honorable Board of Supervisors
July 3, 1997
Page 5

Attachment II summarizes the proposed process to target employment of GAIN participants by County departments and contract temporary clerical and office support agencies.

FISCAL IMPACT:

There will be no additional Net County Cost to implement the GAIN temporary services agency.

DPSS currently conducts examinations for GAIN Clerk and GAIN Typist Clerk and promulgates eligible lists which will be distributed by DHR to all County departments. While DPSS will use currently budgeted resources to staff the program, it will be necessary to closely monitor workload trends to determine if additional staffing may be necessary in the future.

DHR will use currently budgeted staff to distribute GAIN eligible lists to all County departments and to compile quarterly reports from departments regarding hiring of GAIN participants and the hiring of GAIN participants by temporary personnel agencies that contract with the County. The annual cost which will be absorbed by DHR is estimated at approximately \$12,000.

CONTRACTING PROCESS:

No new contracts with agencies for temporary clerical and office support services shall be recommended to the Board without a clause which requires contractors to give appropriate consideration to hiring qualified GAIN participants, including a requirement that contractors report such efforts quarterly to the contracting departments.

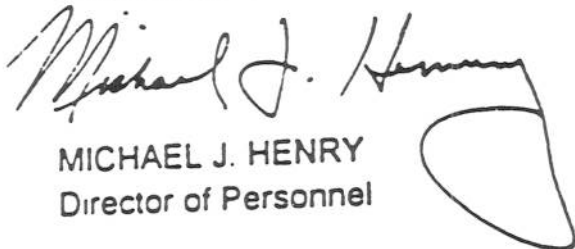
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Honorable Board of Supervisors
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ADDITIONAL EFFORTS TO EMPLOY GAIN PARTICIPANTS

At its meeting of April 8, 1997, the Board instructed the Chief Administrative Officer to develop a plan for County contractors, other than temporary personnel agencies, to utilize qualified GAIN participants. The CAO's report will focus on private firms holding all other County contracts and will contain recommendations intended to provide permanent employment opportunities for welfare recipients by encouraging contractors to participate in a joint public-private effort to employ GAIN participants.

Respectfully Submitted,


MICHAEL J. HENRY
Director of Personnel


LYNN BAYER
Director of Public Social Services

MJH.LB

SBH.jh

Attachments

- c County Counsel
- Chief Administrative Officer
- Executive Officer, Board of Supervisors
- Each Department Head

4 GAIN TRS BOS

000113

SYN# 11 OF FEB 5 2002



L.A. GAIN TEMPORARY SERVICES AGENCY



(OVERVIEW) *

DPSS GAIN Job Club

Ensures completed job application with job
readiness certificate is mailed to:
DPSS Human Resources Division.

DPSS

Receives and reviews applications, and
schedules participant for exam.



DPSS

Gives written exam for
"GAIN Clerk" and "GAIN Typist Clerk"
and gives typing test for "GAIN Typist
Clerk".



DPSS

Completes interview portion of
"GAIN Clerk" and "GAIN Typist Clerk"
exams.

DPSS/DHR

Promulgates eligible list, notifies qualified
candidates, and forwards eligible list to
DHR. DHR distributes eligible list to all
County departments.



DEPARTMENTS

Hire from the lists, and input to
CWTAPPS GAIN participant identifier

DHR/DPSS

Prepares and finalizes quarterly
placement reports to the Board using
CWTAPPS data.

* This process should take between 5 to 7 weeks.

DPSS/GAIN (7/97)

000114

SYN# 11

OF FEB 5 2002

A TALE OF THREE PARTICIPANTS

MARY

Mary is 31 years of age and lives in El Monte with her three children, ages 6, 8 and 12. The father of the children has been absent from the home for 5 years, and cannot be located. Mary and her children have received AFDC for over 4 years. The family pays \$500 per month in rent and utilities.

→ Earnings = 0; AFDC = \$673; Food Stamps = \$307; Medi-Cal = yes

PAUL

Paul is 35 years old and lives with his wife and two children, ages 5 and 7, in Van Nuys. He lost his job as a used car salesman over two years ago, and his family has received AFDC for over a year. The family pays \$525 per month in rent and utilities.

→ Earnings = 0; AFDC = \$673; Food Stamps = \$313; Medi-Cal = yes

JANE

Jane is 24 years of age and lives in Compton with her daughter, age 4. The father of the children never lived in the home, and cannot be located. Jane and her child have received AFDC for over 3 years. The family pays \$350 per month in rent and utilities.

→ Earnings = 0; AFDC = \$456; Food Stamps = \$80; Medi-Cal = yes

CHRONOLOGY

Mary, Paul and Jane enter the GAIN program, each at a GAIN office near their home. As new GAIN participants, they attend a GAIN Orientation class which:

- provides an overview of the GAIN program;
- demonstrates the many advantages of working such as increased income to the family, a positive role model for children, a better self-image, etc.;
- causes each participant to formulate realistic and desirable family goals which could be attained through employment; and
- fosters job-search motivation in each GAIN participant.

Their GAIN case managers then assign them to begin a job club activity within two weeks, and assist in arranging transportation and child care as needed.

Week 1

Mary, Paul and Jane begin a three-week GAIN Job Club conducted by LACOE at Job Club sites near their homes. The first week of Job Club is a group workshop on job search techniques, such as learning what qualities employers look for, participating in mock interviews, completing resumes, dressing for success, etc.

During the first week of Job Club, Mary, Paul and Jane complete L.A. County Employment Applications for the position of Clerk. Jane, who had taken typing in high school, also completes an application for Typist Clerk.

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Having successfully completed the week-long Job Club program, Mary, Paul and Jane each receive a Job Readiness Certificate from LACOE.

Week 2

Mary, Paul and Jane begin their second part of Job Club, supervised job search.

LACOE mails the job applications and Job Readiness Certificates to DPSS' Human Resources Division.

Jane gets a JOB as a waitress her second day of job search, and exits the GAIN program. Jane makes \$5.25/hour and works 35 hours/week. Her child care cost is \$175/month.

→ Earnings = \$795; AFDC = \$332; Food Stamps = \$28; Medi-Cal = yes

Week 3

Mary, Paul and Jane receive notification by mail that they are scheduled for the Clerk exam next week. Jane is also notified that she is to take the Typist Clerk exam.

Mary and Paul have some job interviews, but are not hired during their final two weeks of Job Club.

Week 4

Mary, Paul and Jane take the Clerk/Typist Clerk written exam. Later in the week, all three are informed they passed the written exams, and Jane takes the Typist Clerk typing test. All three are scheduled for the interview portion of the exam next week.

Mary and Paul receive notification of an appointment with their GAIN case manager for next week. Meanwhile, they continue searching for work, while Jane continues in her waitress job.

Week 5

Mary, Paul and Jane take the Clerk/Typist Clerk interviews. Mary and Paul, during their appointments with their GAIN case managers, are assigned to a GAIN Vocational Assessment next week to focus on what is needed to improve their chances to get work.

Mary, Paul and Jane all receive word that they passed their interviews and that their names have been disseminated to L.A. County Departments as successful Clerk (and, for Jane, Typist Clerk) candidates.

Mary and Paul continue work search, and Jane continues waitressing.

Week 6

Mary gets a JOB as a Clerk by the Department of Children and Family Services (DCFS) and exits GAIN. Mary makes \$7.50/hour and works 40 hours week. She has child care costs of \$260/month.

→ Earnings = \$1,299; AFDC = \$369; Food Stamps = \$95; Medi-Cal = yes

Paul attends GAIN Vocational Assessment - based on tests and an interview, the assessor recommends short-term office skills training for Paul and notifies Paul's GAIN case manager. Paul continues looking for work.

000116

Jane is offered a position as Typist Clerk with the Department of Public Social Services (DPSS). She accepts this JOB, as it offers greater security and better work hours than her waitress job. Jane makes \$8.25/hour and works 40 hours/week. She has child care cost of \$200/month. Jane makes too much money to be entitled to ongoing AFDC and Food Stamps.

→ Earnings = \$1,429; AFDC = 0; Food Stamps = 0; Medi-Cal = yes

Week 7

Paul gets a JOB as a temporary, full-time Clerk by the Department of Public Works. He makes \$7.50/hour and works 40 hours/week. He has no child care cost, as his wife continues to care for their children.

→ Earnings = \$1,299; AFDC = \$109; Food Stamps = \$101; Medi-Cal = yes

DPSS/GAIN (6/97)

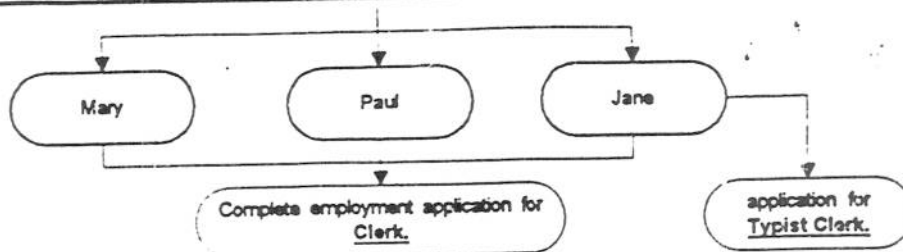
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A TALE OF THREE L.A. GAIN PARTICIPANTS

CHRONOLOGY

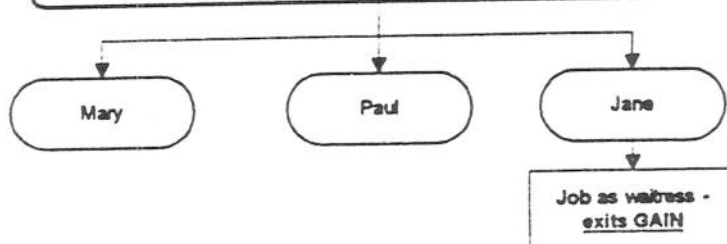
Week 1

GAIN Job Club (week one)
Mary, Paul and Jane begin a three-week GAIN Job Club at Job Club sites near their homes. The first week of Job Club is a group workshop on job search techniques.

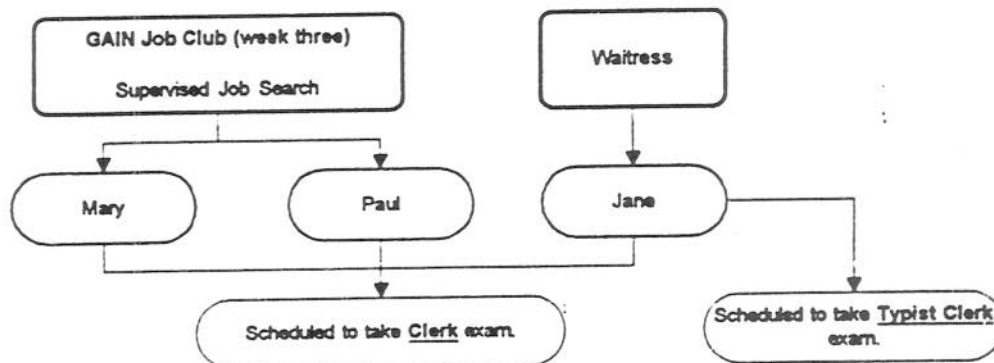


Week 2

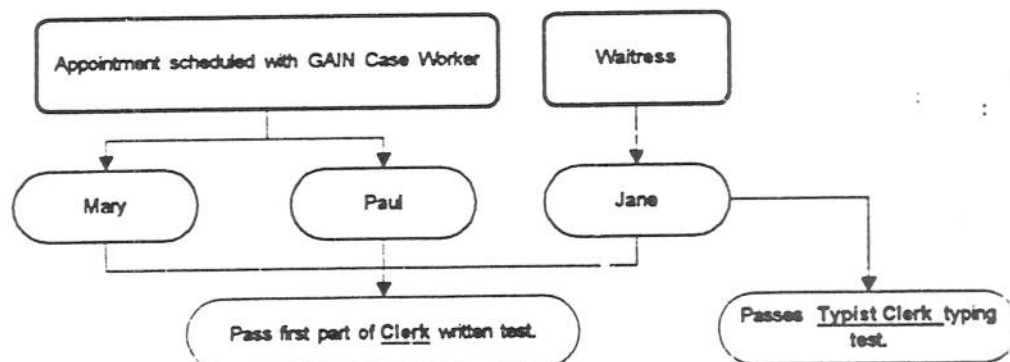
GAIN Job Club (week two)
1) Employment applications and Job Readiness Certificates mailed to HRD.
2) Begin Supervised Job Search



Week 3



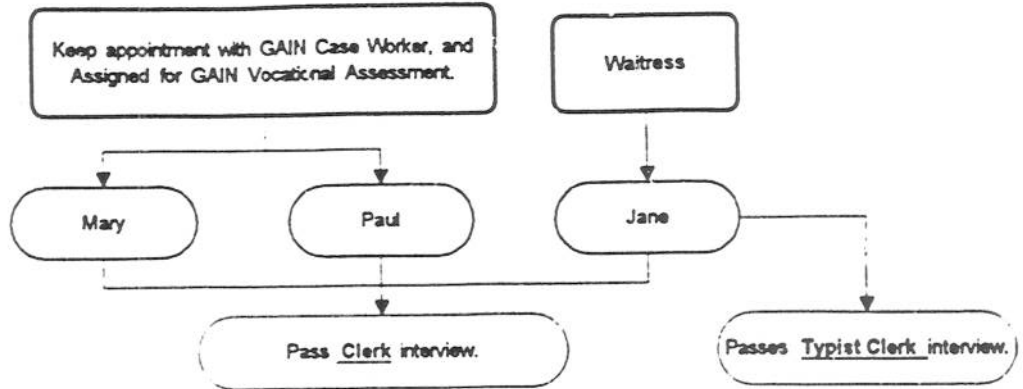
Week 4



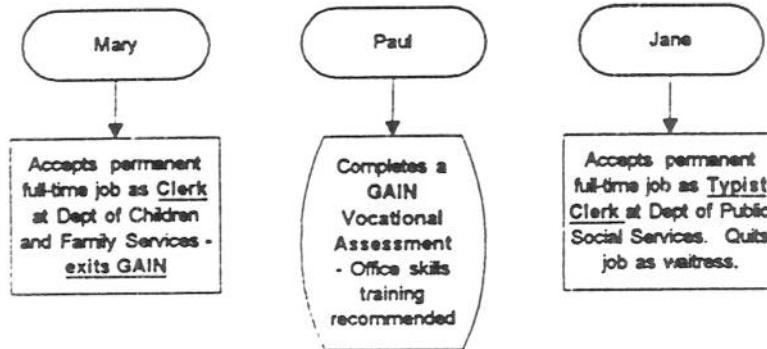
CHRONOLOGY

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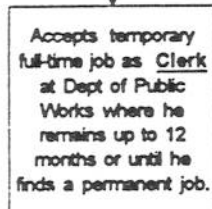
Week 5



Week 6



Week 7



DPSS/GAIN (7/97)

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SYN# 11

OF FEB 5 2002

A TALE OF THREE L.A. GAIN PARTICIPANTS

IMPACT OF EMPLOYMENT INCOME

PARTICIPANT	MARY	PAUL	JANE	
AIDED HOUSEHOLD MEMBERS	4	4	2	
INCOME (NOT WORKING)				
- Earnings	\$ 0	\$ 0	\$ 0	
- AFDC	673	673	456	
- Food Stamps	307	313	80	
Total	\$ 980	\$ 986	\$ 536	
- Plus Medi-cal	yes	yes	yes	
INCOME (WORKING)				
Occupation	Clerk (DCFS)	Clerk (DPW)	Waitress	Typist Clerk (DPSS)
- Gross Earnings	\$1,299	\$1,299	\$ 795	\$1,429
- Net Earnings*	\$ 949	\$1,209**	\$ 530	N/A***
- AFDC	369	109	332	0
- Food Stamps	95	101	28	0
Total	\$1,413	\$1,419	\$ 890	\$1,429
- Plus Medi-Cal	yes	yes	yes	yes****
INCREASE IN INCOME ABOVE TOTAL BENEFIT AMOUNT	\$433	\$433	\$354	\$893 (\$539 above waitress salary)

* As determined by State AFDC regulations (gross minus allowable work expense and child care costs).

** No child care costs.

*** Not applicable; AFDC ineligible - gross earnings exceeds allowable income maximum.

**** Automatically eligible to Transitional Medi-Cal for up to 12 months from effective date of AFDC termination due to increased earnings.

DPSS/GAIN 7/97

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